

**JOSEPH LICATA, ESQ.**

**Email:** [jlesqadr@optonline.net](mailto:jlesqadr@optonline.net)

**Website:** [www.licataadr.com](http://www.licataadr.com)

**Present Occupation:** Arbitrator/Mediator/Fact-Finder

**Business Address:**

829 Main Street – 2<sup>nd</sup> Floor

Hackensack, New Jersey 07601

Phone: (201) 487-5588

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**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators

New Jersey State Bar Association

Pennsylvania State Bar Association

New York Labor and Employment Relations Association

New Jersey Association of Professional Mediators

New Jersey Labor and Employment Relations Association

**EDUCATION:**

JD Law Rutgers University (Camden), 1990

BA Economics Rutgers University (Newark), 1987 (*summa cum laude*)

**CERTIFICATIONS:**

Law New Jersey and Pennsylvania 1990 Mediation N.J. Court Rule 1:40. 2002

ADR EEOC 2001

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

2000 – Present: Arbitrator/Mediator. Arbitrate labor/management grievance disputes for the NMB, AAA, NJSBM, NJPERC, NYSPERB and FMCS. Mediate labor and employment cases for the New Jersey Employment Relations Commission, the Equal Employment Opportunity Commission (Newark Region) and the Statewide Civil Mediation Program of the New Jersey Courts. 1994 – 2000 served as Labor Attorney representing both private and public sector labor unions in all aspects of labor relations, including, but not limited to, grievance arbitrations, disciplinary hearings, interest arbitrations, unfair practice and representation cases and employment litigation on behalf of employees. 1990 – 1994 served as a Management Labor Attorney representing private and public sector employers in all aspects of labor relations, including, but not limited to, grievance arbitrations, disciplinary hearings, interest arbitrations, unfair practice and representation cases and employment litigation on behalf of employers. 1989 – 1990 served as Intern with NLRB, Region 4.

**INDUSTRIES** [among others]:

Advertising; automotive; chemicals; bus; communications; food (manufacturing/processing/service); construction; health care; hospitals/nursing home; meat packing; office workers/clerical; packaging; petroleum/petrochemicals; pharmaceuticals; printing and publishing; railroads; restaurants; rubber/tire; transportation; trucking and storage; utilities; warehousing; and all public sector, including police and fire .

**ISSUES** [among others]:

Discipline (Non-Discharge); Discipline (Discharge); Disability; Drug/Alcohol Offenses; Holidays; Leave of Absence; Job Performance; Job Posting/Bidding; Layoffs/Bumping/Recall; Management Rights; Past Practices; Pension and Welfare Plans; Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Job Classification & Rates; Overtime Pay; Work Hours/Schedules/Assignments; Working Conditions/Work Orders; and many other contract interpretation disputes.

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**ARBITRATION ROSTERS:**

American Arbitration Association  
New Jersey State Board of Mediation  
New Jersey Public Employment Relations  
Commission

Federal Mediation and Conciliation Service  
New York State Public Employment Relations Board  
National Mediation Board  
NYC Office of Collective Bargaining

**SIGNIFICANT PUBLICATIONS:**

“The Nuts and Bolts of Interest Arbitration Practice and Procedure” – New Jersey State Bar Association,  
Labor and Employment Law Quarterly, Spring 1998.

**FEES:**

**PER DIEM FEE:** \$1,200.00.

**Cancellation Policy:** If the scheduled hearing is postponed or canceled with notice of less than two calendar weeks (14 days), the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place. For hearings scheduled for three consecutive days or more, a notice period of four calendar weeks (28 days) will apply.

**Travel Time:** N/A.

**Expenses:** Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate.